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ABSTRACT

Salary information for faculty and deans of accredited colleges of pharmacy is presented in this annual survey prepared by the American Association of Colleges of Pharmacy. Data are based on responses collected for the academic year 1979-1980. Salary data for faculty remunerated on calendar (11- or 12-month appointments) and academic (9- or 10-month appointments) year basis are presented separately. Summary tables for the ranks of professor; associate professor; assistant professor; deans; assistant/associate deans; and for faculty by teaching discipline, by rank, and by appointment basis are included. Mean salaries, percentiles, and range of salaries are graphed as well as average salaries by years-in-rank. The results indicate that faculty remunerated on calendar year appointments received greater average increases than those on an academic year basis. No faculty rank showed increases that matched the corresponding rate of inflation. Professors' salaries averaged increases between 6.5 and 7.3 percent, associate professors' .9 to 6.9 percent, assistant professors' between 1.1 and 5.1 percent, and deans' an average of 7.5 percent. Salary increases for assistant/associate deans ranged between 4.6 and 7.9 percent. (SF)

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ANNUAL SURVEY OF FACULTY SALARIES 1979-1980

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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AMERICAN ASSOCIATION OF COLLEGES OF PHARMACY

4630 Montgomery Ave
Bethesda, MD 20014

ANNUAL SURVEY OF FACULTY SALARIES 1979-1980

Inflation continues to erode salary increases gained by faculty and administrators in colleges of Pharmacy in the United States. The "Cost of Living Index" (C.P.I.) has risen from 100 in the base year 1967–1968, to 221.1 as of August, 1979 . . . more than double. During the past academic year alone, the cost-of-living increased 11.8 percent . . . an increase that outstripped salary gains for all faculty ranks.

The American Association of Colleges of Pharmacy (AACP) conducts a confidential salary survey of faculty and deans on a yearly basis. Data analyzed here are based upon responses collected for the academic year 1979–1980. As in past years, the response rate is excellent. All of the colleges of pharmacy with accredited programs responded to the survey.*

This report continues the format begun three years ago. Salary data for faculty remunerated on calendar (11 or 12 month appointments) and academic (9 or 10 month appointments) year basis are presented separately. In addition to summary tables for the ranks of professor, associate professor and assistant professor, data are presented for deans, assistant/associate deans, and for faculty by teaching discipline by rank and by appointment basis.

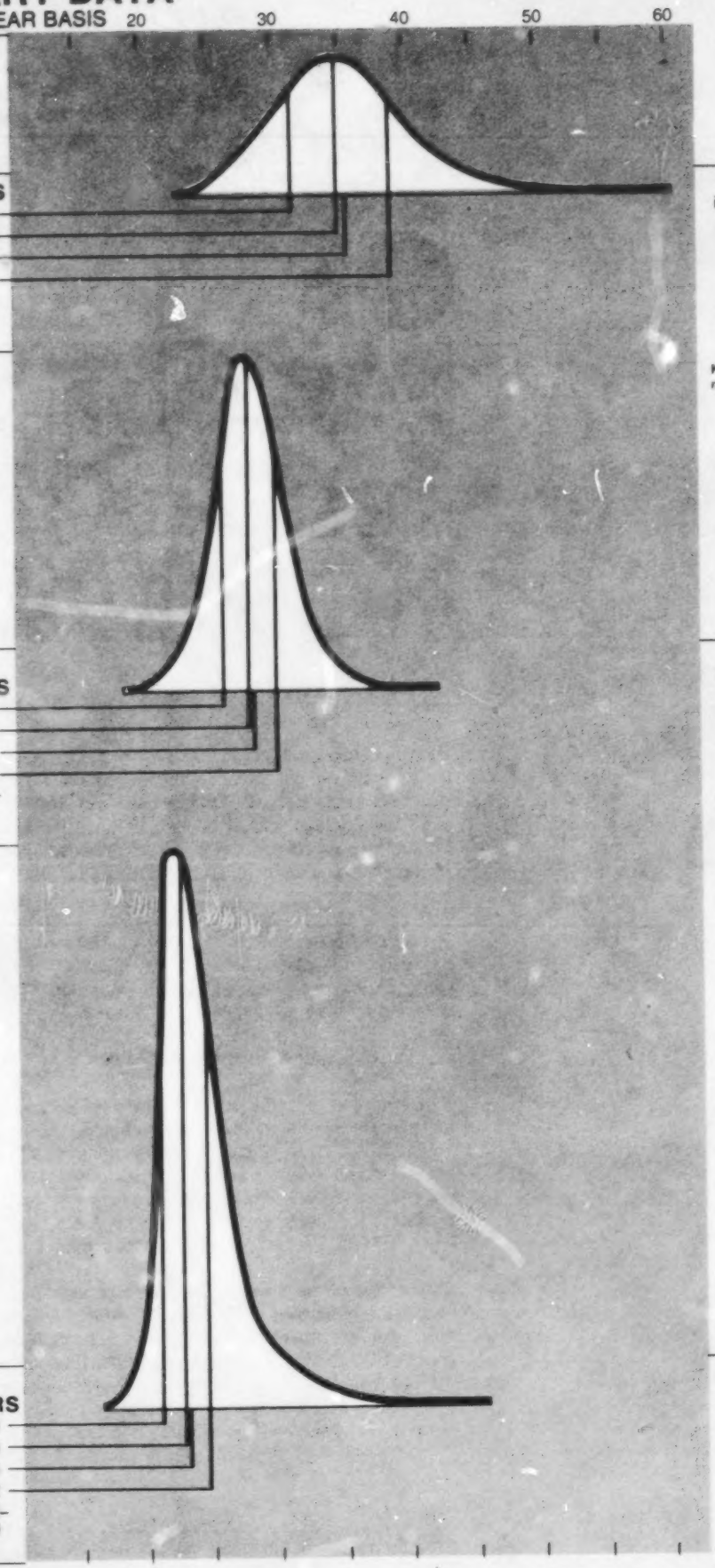
The graphic displays were designed to provide, pictorially, the distribution of salaries within each discipline. The graphic displays are scaled to present income, with the scale displayed on each presentation in thousands of dollars. Data includes the mean salaries, the 25th, 50th and 75th percentiles (when data permit), and the range of salaries. Average salaries by years-in-rank groupings are provided, together with the 50th percentile values.

continued on page 4

*Data for faculty at the University of Puerto Rico, College of Pharmacy are included.

SUMMARY DATA

CALENDAR YEAR BASIS



PROFESSORS

25%ile	31,503
50%ile	35,000
Average	35,722
75%ile	39,000
Range	22,700–60,500
Number	310

Years in Rank	Average	50%ile	Number
0–1	32,947	32,000	29
2–5	33,985	33,865	84
6–10	36,124	36,000	93
11–15	36,883	36,275	52
16–20	38,201	35,445	26
21+	37,646	38,350	20

Note: 6 professors, with an average salary of $36,507 did not report years in rank.

ASSOCIATE PROFESSORS

25%ile	26,000
50%ile	28,000
Average	28,128
75%ile	30,000
Range	18,367–42,500
Number	403

Years in Rank	Average	50%ile	Number
0–1	27,212	26,742	96
2–5	28,607	28,500	205
6–10	28,313	28,225	78
11+	27,198	26,842	22

Note: 2 associate professors, with an average salary of $26,000, did not report years in rank.

ASSISTANT PROFESSORS

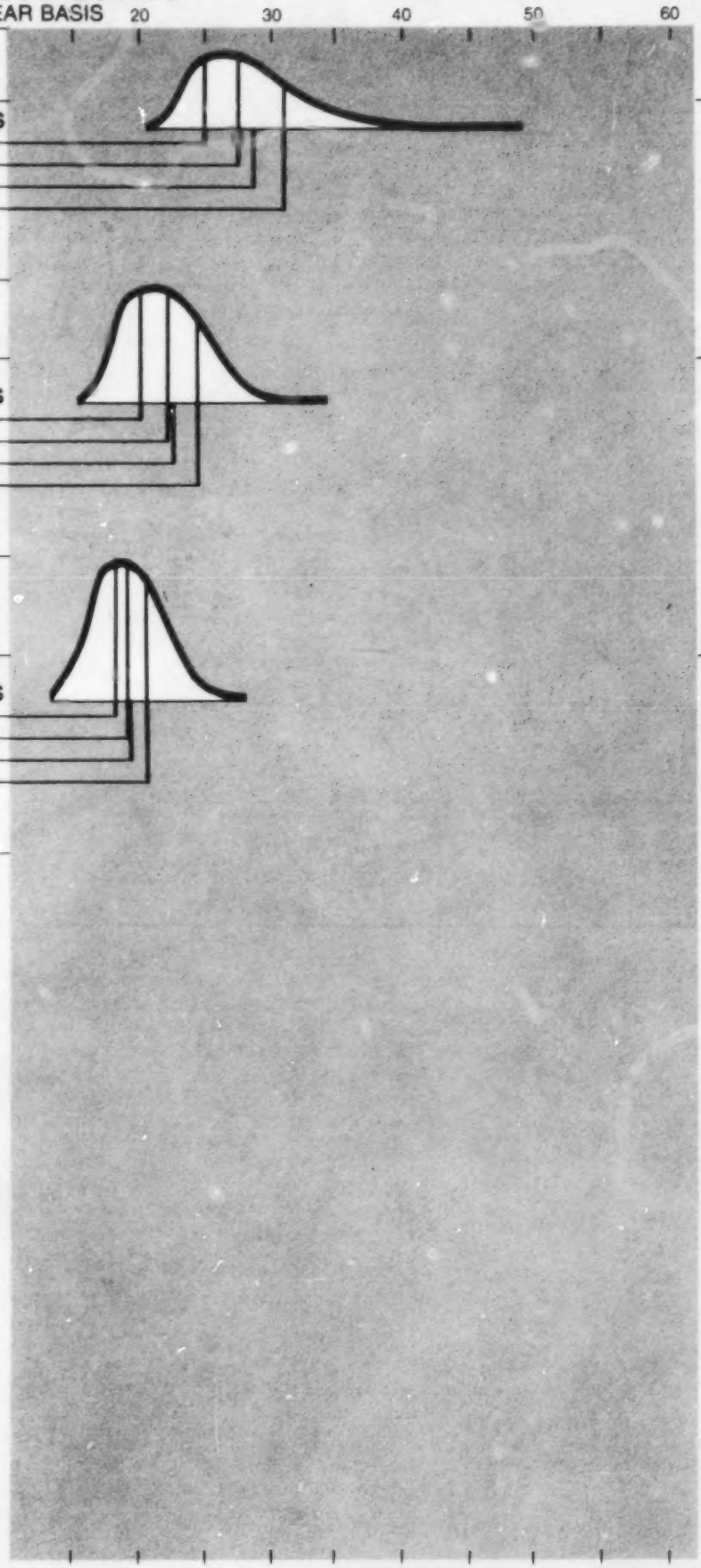
25%ile	21,000
50%ile	22,900
Average	23,005
75%ile	24,592
Range	16,272–45,800
Number	585

Years in Rank	Average	50%ile	Number
0–1	21,647	21,500	209
2–5	23,655	23,500	337
6+	25,430	25,000	34

Note: 5 assistant professors, with an average salary of $21,697, did not report years in rank.

SUMMARY DATA

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	25,076
50%ile	27,771
Average	28,768
75%ile	31,086
Range	20,443–49,000
Number	126

Years in Rank	Average	50%ile	Number
0–1	25,658	25,420	10
2–5	28,208	27,315	23
6–10	27,990	27,413	36
11–15	29,507	28,195	33
16–20	30,107	30,081	12
21+	31,403	30,242	12

ASSOCIATE PROFESSORS

25%ile	20,898
50%ile	22,000
Average	22,671
75%ile	24,400
Range	15,264–34,259
Number	96

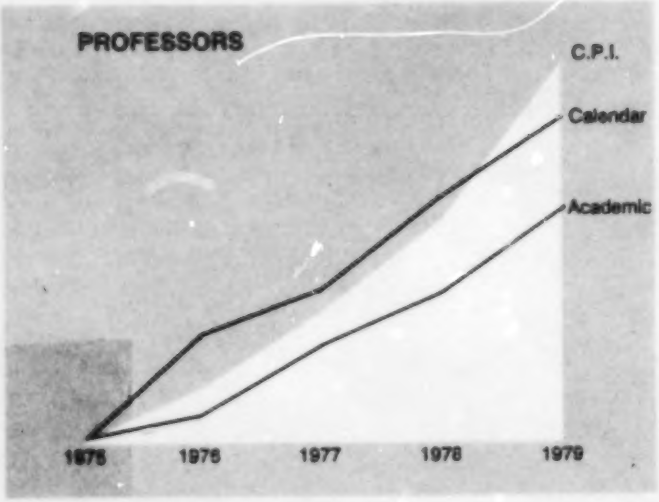
Years in Rank	Average	50%ile	Number
0–1	21,486	21,000	22
2–5	23,075	22,500	49
6–10	23,596	24,050	18
11+	21,192	21,289	7

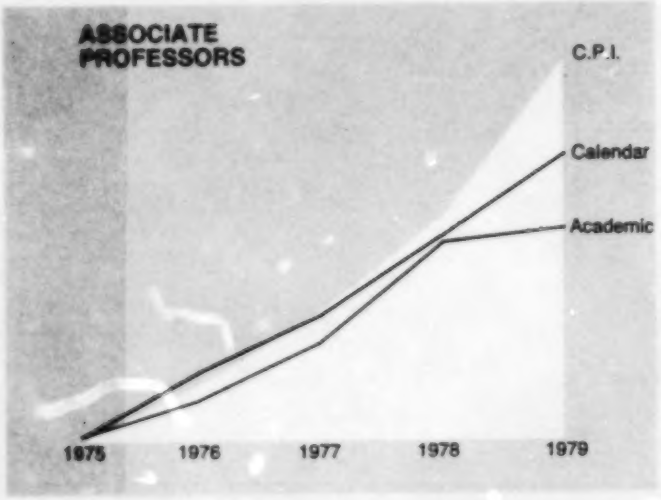
ASSISTANT PROFESSORS

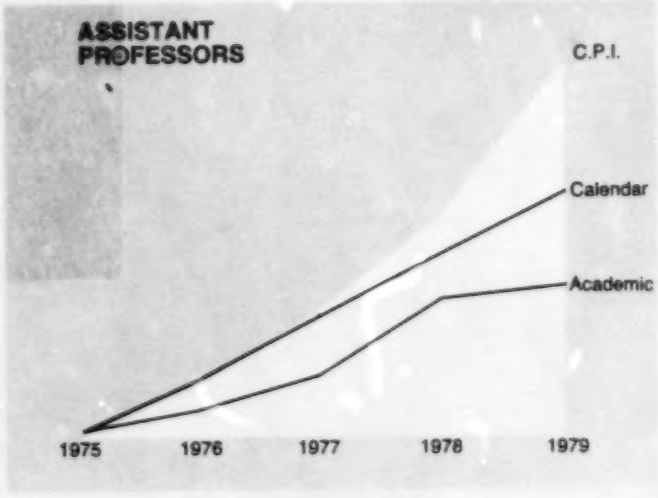
25%ile	18,000
50%ile	19,000
Average	19,222
75%ile	20,556
Range	13,116–28,000
Number	103

Years in Rank	Average	50%ile	Number
0–1	18,295	18,550	28
2–5	19,246	19,000	60
6+	20,993	21,085	14

Note: 1 assistant professor did not report years in rank.







HIGHLIGHTS

Present year faculty salaries present a varied picture of increases. Generally, faculty remunerated on calendar year appointments received greater average increases than their peers remunerated on an academic year basis. No faculty rank enjoyed average salary increases that matched inflation. The trend toward remunerating faculty on calendar appointments continues, with over 80 percent of faculty now on calendar year contracts.

PROFESSORS' salaries on calendar year appointments increased 6.5 percent over last year, or an average increase of $2,165. For professors holding academic year appointments, the average increase was $1,964, representing an average increase of 7.3 percent.

Average salaries are:	
Academic year appointments:	$28,768
Calendar year appointments:	$35,722

ASSOCIATE PROFESSORS remunerated on a calendar year basis received an average increase of 6.9 percent, an average increase of $1,818. Salaries of associate professors on academic appointments remained relatively unchanged; faculty received average salary increases of .9 percent, or $202.

Average salaries are:	
Academic year appointments:	$22,671
Calendar year appointments:	$28,128

ASSISTANT PROFESSORS on academic year appointments earned $216 more on average, a percentage increase of 1.1 percent. Peers on calendar year contracts received increases averaging 5.1 percent greater than last year, an average increase of $1,123.

Average salaries for 1979–1980 are:	
Academic year appointments:	$19,222
Calendar year appointments:	$23,005

DEANS averaged salary increases of 7.5 percent over last year, an increase of $3,164. The average salary for academic year 1979–1980 was $45,200.

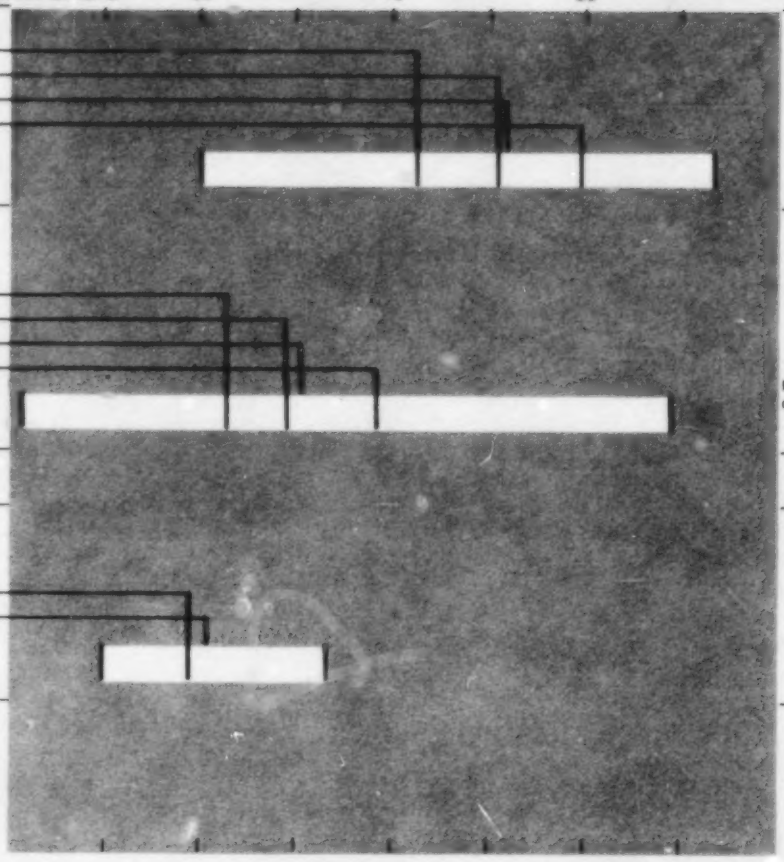
ASSISTANT/ASSOCIATE DEANS on academic year appointments averaged 4.6 percent greater than last year, an average increase of $1,318. Assistant/associate deans on calendar year appointments averaged $35,161. Average salaries increased 7.9 percent or $2,585.

We hope you find this year's report interesting and useful. WE WELCOME YOUR COMMENTS.

Lars Solander, Ph.D.
Director
Office of Educational Research
and Development

DEANS

CALENDAR YEAR BASIS



DEANS

25%ile	41,125
50%ile	45,590
Average	45,200
75%ile	49,975
Range	30,014–56,710
Number	68

Years in Rank	Average	50%ile	Number
0–1	44,194	47,700	4
2–5	45,652	45,000	19
6–10	42,097	42,504	19
11+	47,293	48,199	26

ASSISTANT/ ASSOCIATE DEANS

25%ile	31,500
50%ile	34,537
Average	35,161
75%ile	39,250
Range	20,472–54,600
Number	103

Years in Rank	Average	50%ile	Number
0–1	33,863	33,500	14
2–5	32,838	33,100	35
6–10	34,438	33,900	21
11+	39,282	39,000	31

Note: 2 Assistant/associate deans with an average salary of $28,628, did not report years in rank.

ACADEMIC YEAR BASIS

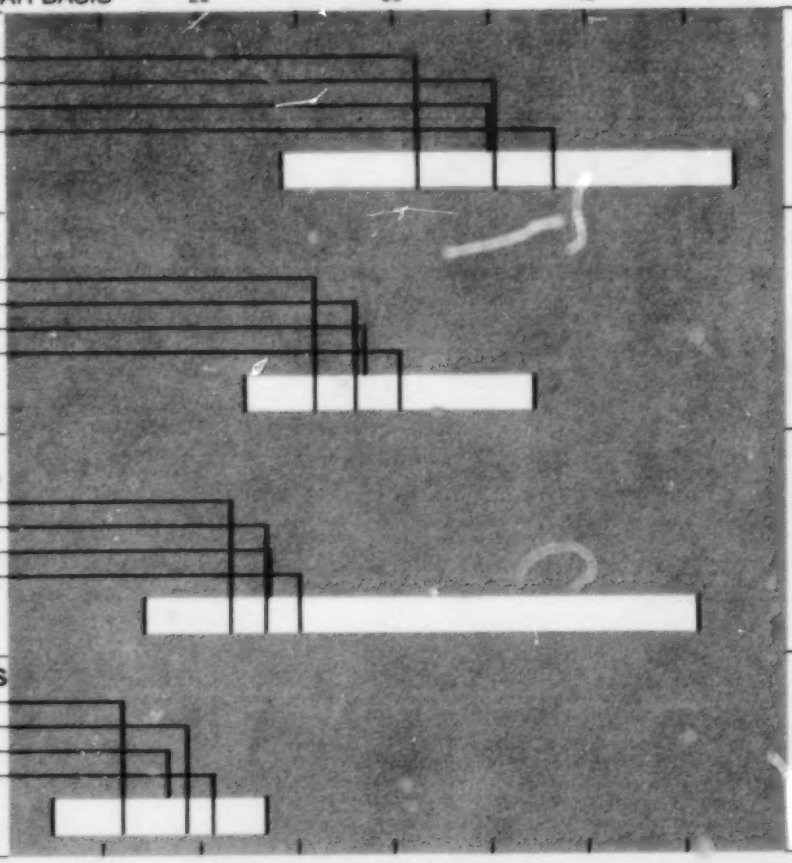
ASSISTANT/ ASSOCIATE DEANS

50%ile	29,693
Average	30,318
Range	25,000–36,700
Number	6

Years in Rank	Average	50%ile	Number
0–10	24,459	25,575	4
11+	36,035	–	2

PHARMACY/PHARMACEUTICS

CALENDAR YEAR BASIS



PROFESSORS

25%ile	31,200
50%ile	35,168
Average	35,056
75%ile	38,297
Range	24,100–47,600
Number:	91

Years in Rank	Average	50%ile	Number
0–1	32,031	31,431	9
2–5	33,949	34,185	26
6–10	36,333	36,191	28
11+	35,780	33,620	28

ASSOCIATE PROFESSORS

25%ile	26,010
50%ile	27,936
Average	28,502
75%ile	30,282
Range	22,267–37,327
Number	72

Years in Rank	Average	50%ile	Number
0–1	27,076	26,450	18
2–5	29,119	28,860	38
6+	28,818	28,800	15

Note: 1 associate professor did not report years in rank.

ASSISTANT PROFESSORS

25%ile	21,700
50%ile	23,500
Average	23,574
75%ile	25,000
Range	17,000–45,800
Number	71

Years in Rank	Average	50%ile	Number
0–1	22,333	21,882	20
2–5	24,021	23,500	41
6+	24,691	24,637	9

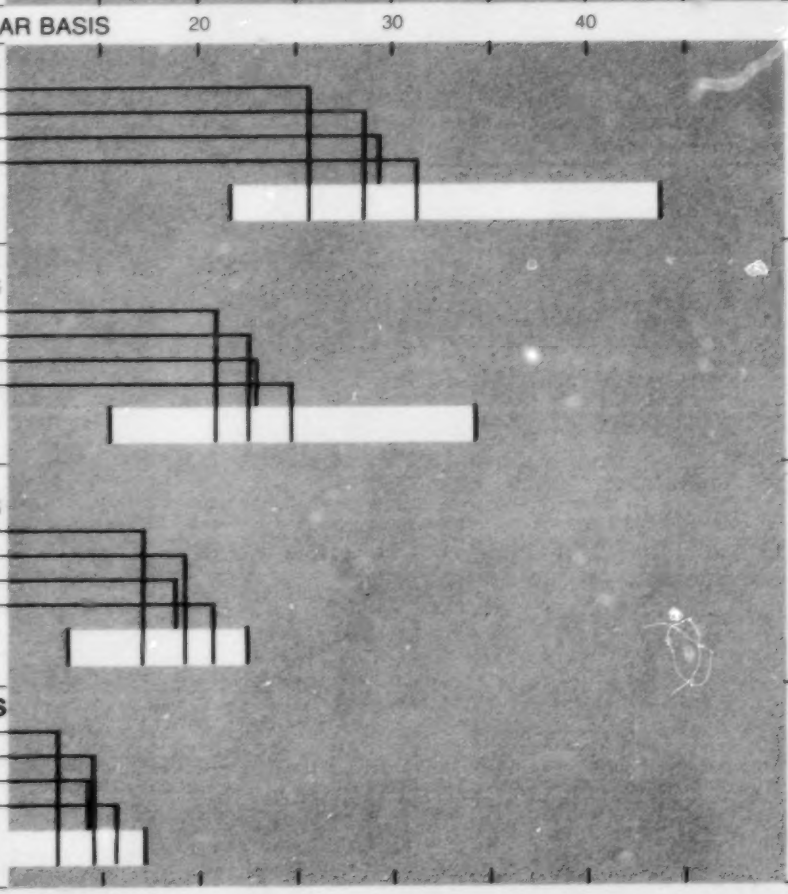
Note: 1 assistant professor did not report years in rank.

INSTRUCTORS

25%ile	15,925
50%ile	19,250
Average	18,362
75%ile	20,541
Range	12,276–23,380
Number	30

Years in Rank	Average	50%ile	Number
0–1	18,973	20,000	6
2+	18,210	19,000	24

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	25,799
50%ile	28,500
Average	29,245
75%ile	31,145
Range	21,611–43,800
Number	33

Years in Rank	Average	50%ile	Number
0–1	–	–	1
2–5	27,371	27,380	8
6–10	28,068	28,500	9
11+	31,301	29,785	15

ASSOCIATE PROFESSORS

25%ile	20,879
50%ile	22,599
Average	22,980
75%ile	24,830
Range	15,264–34,259
Number	25

Years in Rank	Average	50%ile	Number
0–1	20,748	20,923	5
2–5	23,065	22,407	12
6–10	25,492	25,346	6
11+	20,507	–	2

ASSISTANT PROFESSORS

25%ile	17,000
50%ile	19,221
Average	18,794
75%ile	20,793
Range	13,116–22,600
Number	26

Years in Rank	Average	50%ile	Number
0–1	18,240	18,221	6
2–5	19,018	19,542	17
6+	18,629	–	3

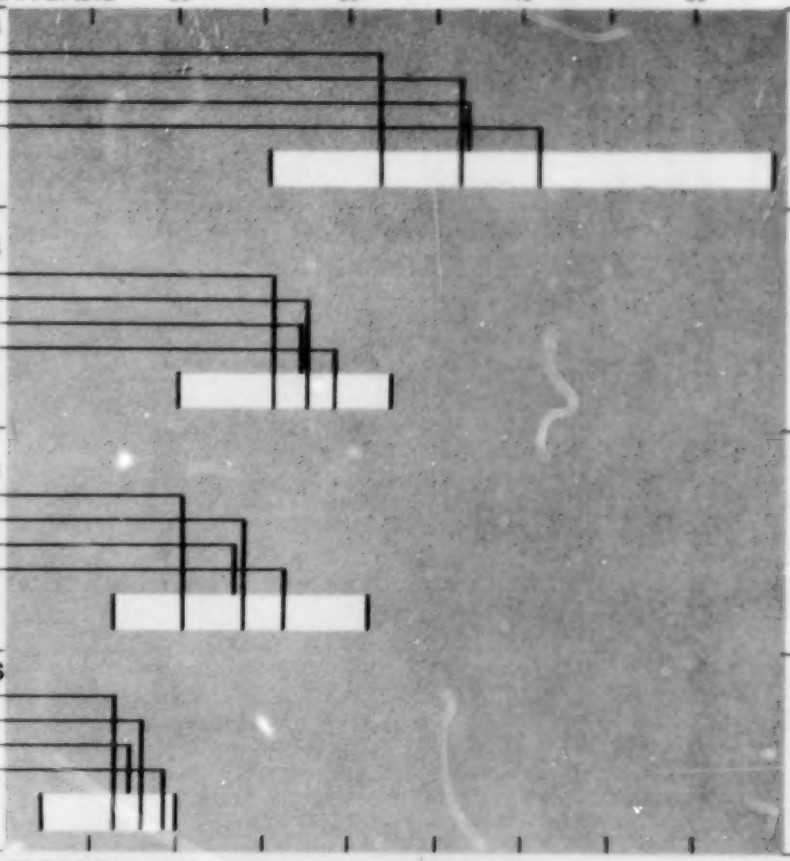
INSTRUCTORS

25%ile	12,800
50%ile	14,463
Average	14,208
75%ile	15,497
Range	9,740–17,226
Number	10

Years in Rank	Average	50%ile	Number
0–1	12,647	–	3
2+	14,877	14,725	7

PHARMACEUTICAL/MEDICINAL CHEMISTRY

CALENDAR YEAR BASIS



PROFESSORS

25%ile	31,886
50%ile	36,420
Average	36,908
75%ile	40,963
Range	25,150–54,600
Number	94

Years in Rank	Average	50%ile	Number
0–1	33,247	32,500	8
2–5	34,356	34,237	29
6–10	38,634	38,402	22
11+	38,530	39,000	33

Note: 2 professors, with an average salary of $42,794, did not report years in rank.

ASSOCIATE PROFESSORS

25%ile	25,718
50%ile	27,500
Average	27,201
75%ile	29,148
Range	20,000–32,355
Number	71

Years in Rank	Average	50%ile	Number
0–1	26,240	25,870	13
2–5	27,853	28,172	34
6+	26,797	27,130	24

ASSISTANT PROFESSORS

25%ile	21,350
50%ile	24,000
Average	23,498
75%ile	26,133
Range	16,272–31,000
Number	42

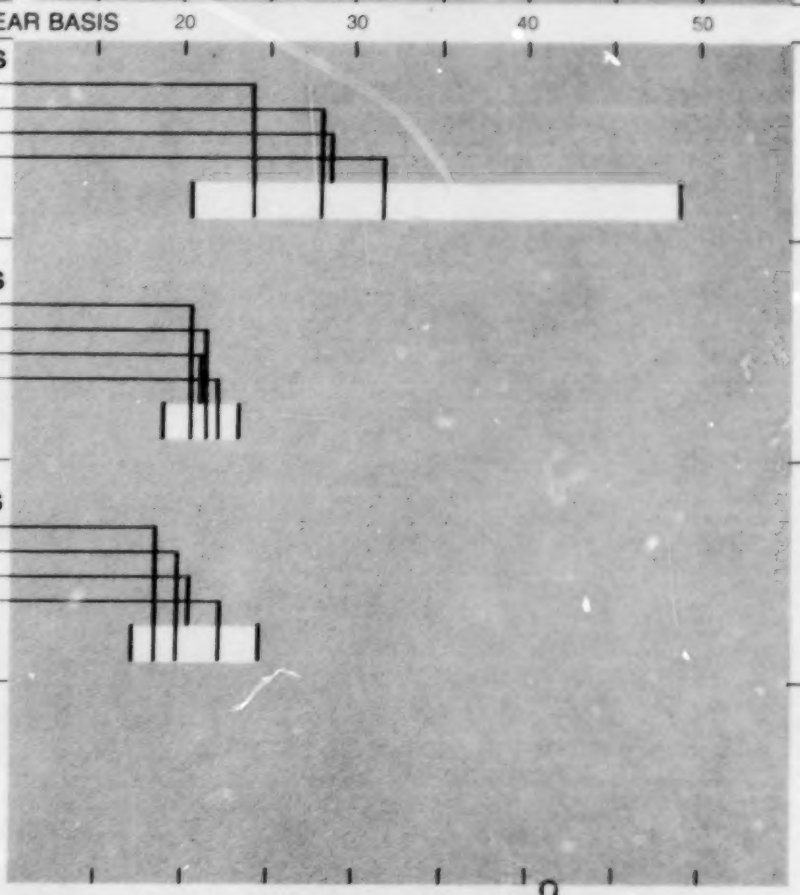
Years in Rank	Average	50%ile	Number
0–1	22,265	21,550	8
2–5	23,570	24,000	33
6+	–	–	1

INSTRUCTORS

25%ile	16,575
50%ile	17,998
Average	17,455
75%ile	19,344
Range	12,276–20,000
Number	8

Years in Rank	Average	50%ile	Number
0–1	18,913	18,876	4
2+	15,996	16,650	4

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	24,260
50%ile	28,100
Average	28,849
75%ile	31,850
Range	20,443–49,000
Number	43

Years in Rank	Average	50%ile	Number
0–1	27,147	26,299	4
2–5	26,799	24,260	5
6–10	28,657	29,000	13
11+	29,767	28,500	21

ASSOCIATE PROFESSORS

25%ile	20,600
50%ile	21,447
Average	21,327
75%ile	22,000
Range	19,062–23,200
Number	17

Years in Rank	Average	50%ile	Number
0–1	20,950	–	2
2–5	21,482	21,456	11
6+	21,088	21,645	4

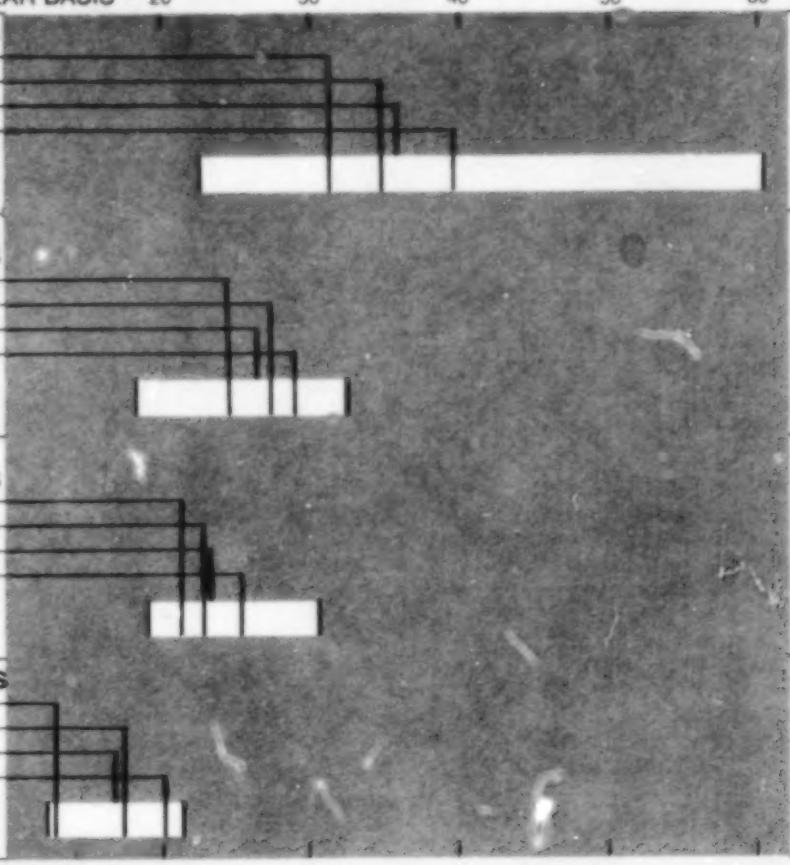
ASSISTANT PROFESSORS

25%ile	18,400
50%ile	19,821
Average	20,231
75%ile	22,126
Range	17,100–24,666
Number	12

Years in Rank	Average	50%ile	Number
0–1	19,250	19,400	4
2–5	20,455	19,842	7
6+	–	–	1

PHARMACOLOGY/TOXICOLOGY

CALENDAR YEAR BASIS



PROFESSORS

25%ile	31,668
50%ile	35,057
Average	36,029
75%ile	39,975
Range	22,700–60,500
Number	56

Years in Rank	Average	50%ile	Number
0–1	32,850	34,000	5
2–5	33,827	33,538	10
6–10	35,469	35,031	20
11+	38,893	38,783	19

Note: 2 professors, with an average salary of $33,376, did not report years in rank.

ASSOCIATE PROFESSORS

25%ile	24,750
50%ile	27,500
Average	26,796
75%ile	29,000
Range	18,367–32,667
Number	73

Years in Rank	Average	50%ile	Number
0–1	21½ile	Number	
0–1	25,615	25,500	12
2–5	27,227	27,913	38
6+	26,703	27,534	23

ASSISTANT PROFESSORS

25%ile	21,575
50%ile	23,000
Average	23,407
75%ile	25,305
Range	19,000–30,793
Number	52

Years in Rank	Average	50%ile	Number
0–1	21,616	21,750	14
2–5	23,974	24,159	34
6+	25,143	–	3

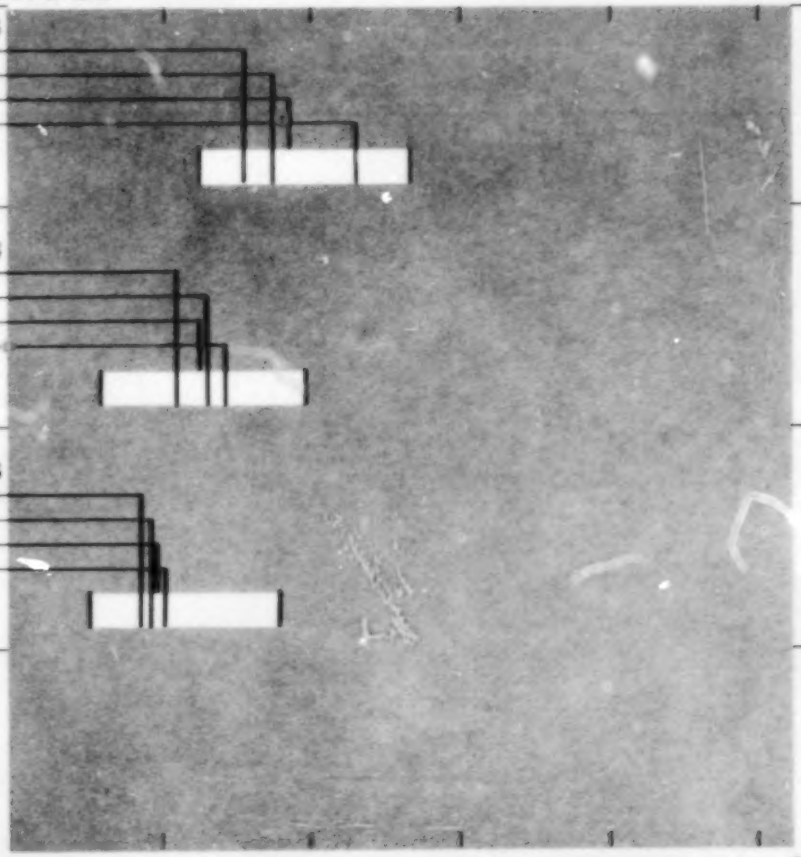
Note: 1 assistant professor did not report years in rank.

INSTRUCTORS

25%ile	12,940
50%ile	17,440
Average	16,835
75%ile	20,363
Range	12,276–21,525
Number	8

Years in Rank	Average	50%ile	Number
0–1	17,264	17,725	4
2+	16,406	15,912	4

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	25,625
50%ile	27,793
Average	28,769
75%ile	33,199
Range	22,500–36,845
Number	24

Years in Rank	Average	50%ile	Number
0–1	23,717	–	3
2–5	30,264	28,986	5
6–10	26,625	26,800	5
11+	30,441	29,400	11

ASSOCIATE PROFESSORS

25%ile	21,100
50%ile	23,037
Average	22,871
75%ile	24,470
Range	15,900–29,700
Number	29

Years in Rank	Average	50%ile	Number
0–1	21,487	21,100	10
2–5	23,675	23,658	12
6+	23,469	23,600	7

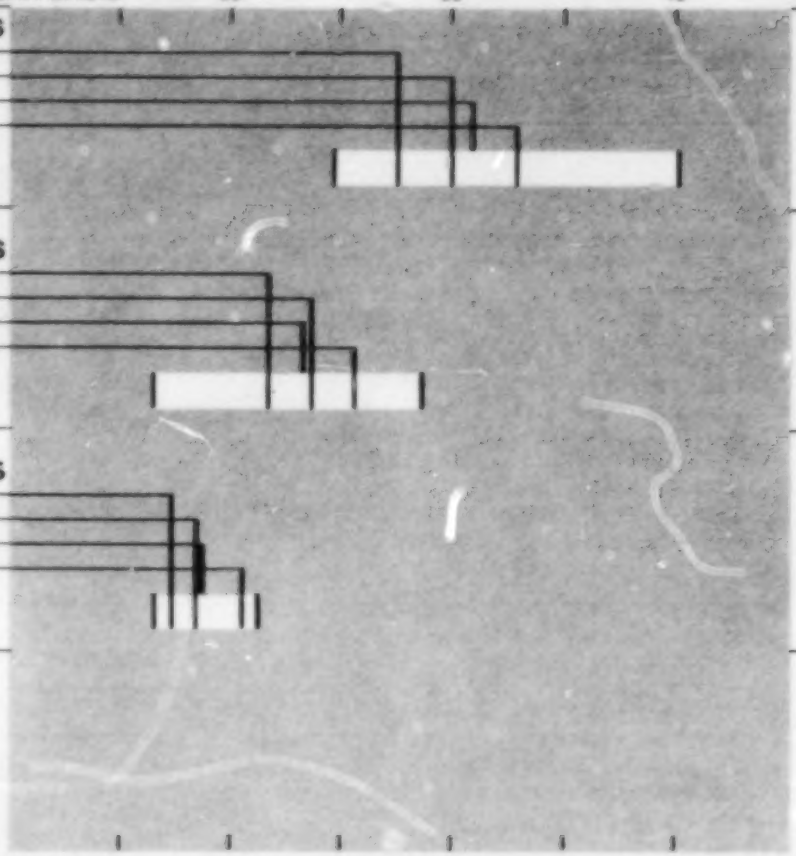
ASSISTANT PROFESSORS

25%ile	18,760
50%ile	19,200
Average	19,588
75%ile	20,121
Range	15,150–28,000
Number	25

Years in Rank	Average	50%ile	Number
0–1	18,630	19,000	5
2–5	19,169	19,100	17
6+	23,557	–	3

PHARMACOGNOSY

CALENDAR YEAR BASIS



PROFESSORS

25%ile	32,500
50%ile	35,000
Average	35,908
75%ile	37,980
Range	29,864–45,350
Number	21

Years in Rank	Average	50%ile	Number
0–1	–	–	0
2–5	34,285	33,750	5
6–10	35,804	35,000	7
11+	36,891	36,000	9

ASSOCIATE PROFESSORS

25%ile	26,884
50%ile	28,787
Average	28,484
75%ile	30,700
Range	21,600–33,800
Number	23

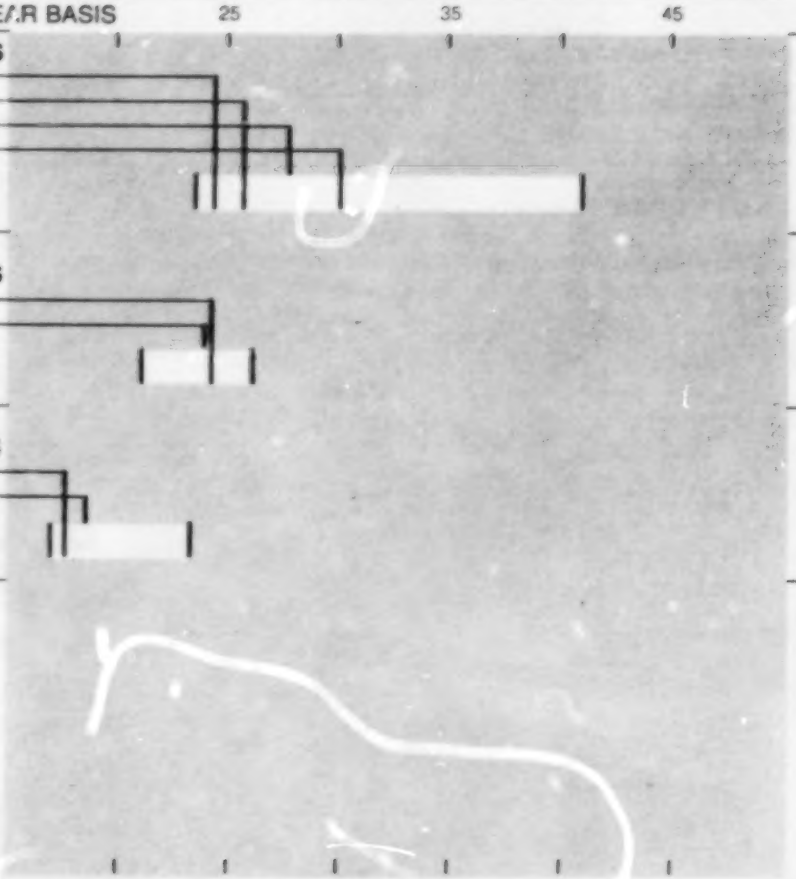
Years in Rank	Average	50%ile	Number
0–1	26,580	–	2
2–5	28,958	28,993	10
6+	28,399	29,400	11

ASSISTANT PROFESSORS

25%ile	22,388
50%ile	23,445
Average	23,837
75%ile	25,500
Range	21,685–26,270
Number	8

Years in Rank	Average	50%ile	Number
0–1	–	–	1
2–5	23,239	22,500	5
6+	25,500	–	2

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	24,486
50%ile	25,860
Average	27,958
75%ile	30,196
Range	23,625–41,000
Number	12

Years in Rank	Average	50%ile	Number
0–1	–	–	1
2–5	30,183	–	3
6–10	26,870	26,280	5
11+	28,387	–	3

ASSOCIATE PROFESSORS

50%ile	24,347
Average	24,088
Range	21,000–26,660
Number	4

Years in Rank	Average	50%ile	Number
0–1	–	–	0
2–5	24,501	–	2
6+	23,676	–	2

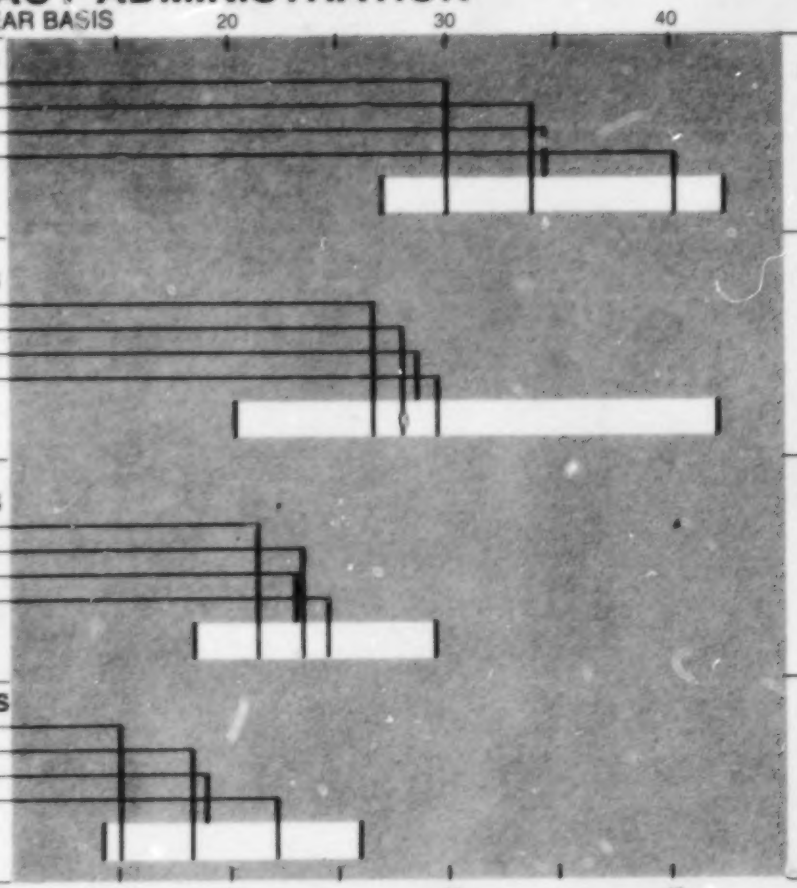
ASSISTANT PROFESSORS

50%ile	17,800
Average	18,700
Range	17,000–23,350
Number	5

Years in Rank	Average	50%ile	Number
0–5	17,267	–	3
6+	20,850	–	2

PHARMACY ADMINISTRATION

CALENDAR YEAR BASIS



PROFESSORS

25%ile	30,029
50%ile	33,983
Average	34,534
75%ile	40,379
Range	27,100–42,500
Number	20

Years in Rank	Average	50%ile	Number
0–1	34,722	–	2
2–5	34,262	34,520	5
6–10	34,529	33,658	10
11+	31,965	–	2

Note: 1 professor did not report years in rank.

ASSOCIATE PROFESSORS

25%ile	26,700
50%ile	28,075
Average	28,517
75%ile	29,760
Range	20,300–42,192
Number	34

Years in Rank	Average	50%ile	Number
0–1	27,146	27,487	6
2–5	28,931	28,075	16
6+	28,651	28,250	12

ASSISTANT PROFESSORS

25%ile	21,350
50%ile	23,445
Average	23,124
75%ile	24,733
Range	18,500–29,400
Number	44

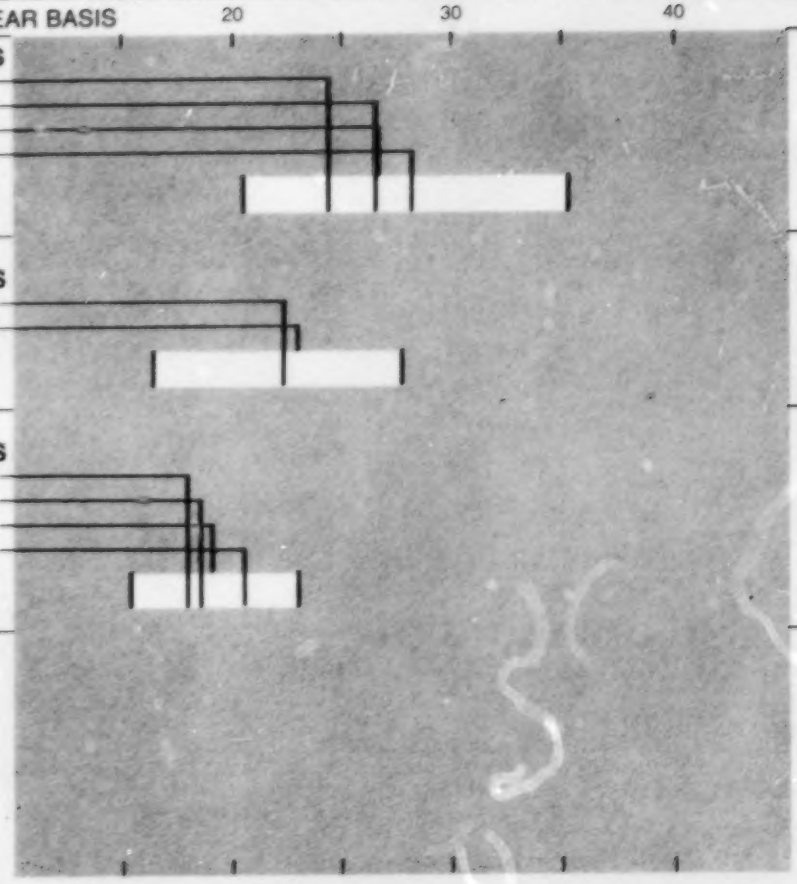
Years in Rank	Average	50%ile	Number
0–1	21,544	21,500	11
2–5	23,303	23,495	28
6+	25,595	24,750	5

INSTRUCTORS

25%ile	15,063
50%ile	18,484
Average	19,044
75%ile	22,277
Range	14,250–26,000
Number	12

Years in Rank	Average	50%ile	Number
0–1	14,898	14,544	3
2+	20,426	21,000	9

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	24,641
50%ile	26,700
Average	26,759
75%ile	28,233
Range	20,675–35,340
Number	10

Years in Rank	Average	50%ile	Number
0–1	–	–	1
2–5	–	–	1
6–10	24,494	–	3
11+	28,141	27,500	5

ASSOCIATE PROFESSORS

50%ile	22,495
Average	23,056
Range	16,500–27,942
Number	8

Years in Rank	Average	50%ile	Number
0–1	21,495	–	2
2–5	24,482	24,210	4
6+	21,765	–	2

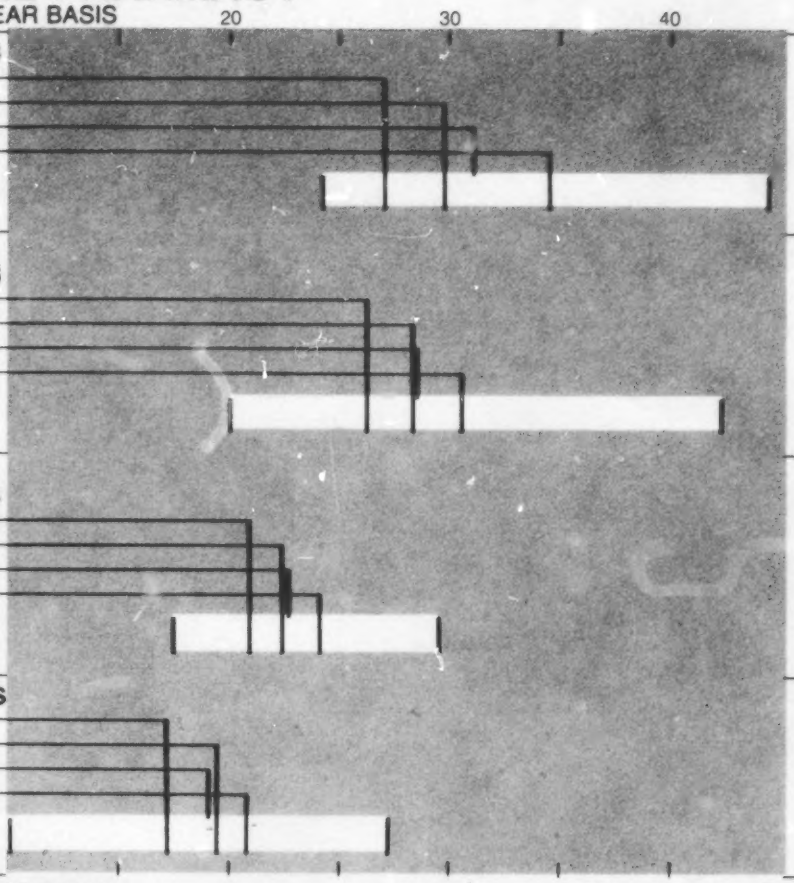
ASSISTANT PROFESSORS

25%ile	18,088
50%ile	18,768
Average	19,212
75%ile	20,758
Range	15,400–23,000
Number	13

Years in Rank	Average	50%ile	Number
0–1	17,978	–	2
2–5	19,467	18,768	9
6+	19,296	–	2

CLINICAL PHARMACY

CALENDAR YEAR BASIS



PROFESSORS

25%ile	27,245
50%ile	29,900
Average	31,245
75%ile	34,725
Range	24,415–44,500
Number	16

Years in Rank	Average	50%ile	Number
0–1	29,771	–	3
2–5	30,312	30,000	7
6–10	28,850	–	3
11+	37,292	–	3

ASSOCIATE PROFESSORS

25%ile	26,486
50%ile	28,600
Average	28,865
75%ile	30,855
Range	20,000–42,500
Number	121

Years in Rank	Average	50%ile	Number
0–1	28,171	27,500	42
2–5	29,082	28,866	66
6+	30,343	30,467	12

Note: 1 associate professor did not report years in rank.

ASSISTANT PROFESSORS

25%ile	21,000
50%ile	22,500
Average	22,718
75%ile	24,158
Range	17,650–29,796
Number	350

Years in Rank	Average	50%ile	Number
0–1	21,495	21,500	152
2–5	23,563	23,500	182
6+	25,480	25,000	13

Note: 3 assistant professors, with an average salary of $21,494, did not report years in rank.

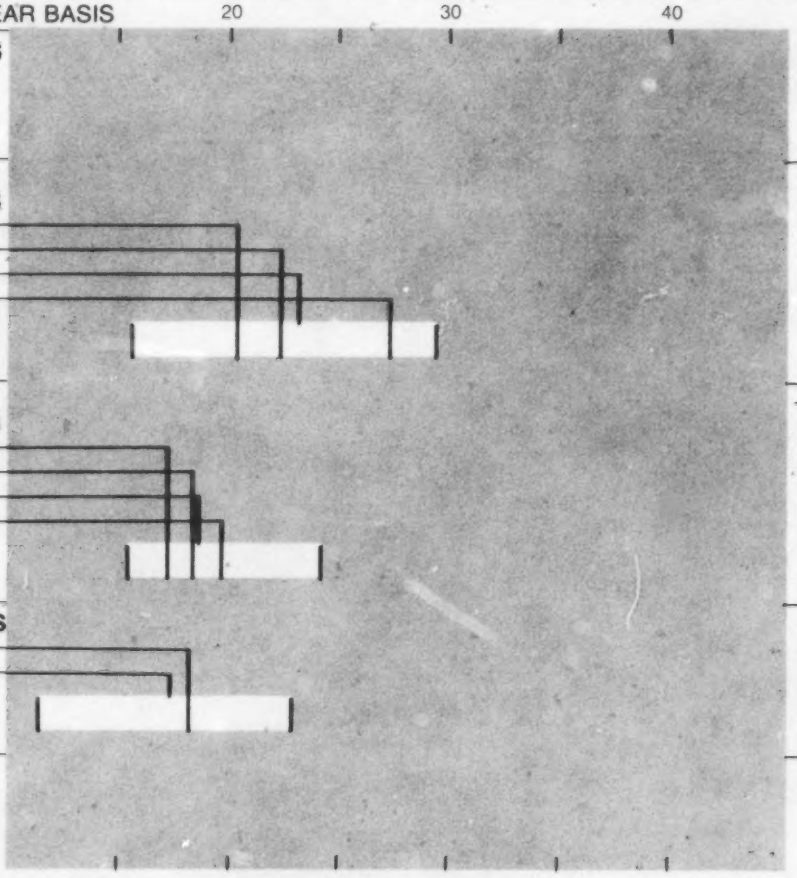
INSTRUCTORS

25%ile	17,350
50%ile	19,584
Average	19,108
75%ile	20,950
Range	10,000–27,460
Number	61

Years in Rank	Average	50%ile	Number
0–1	18,451	18,713	20
2+	19,453	20,000	39

Note: 2 instructors did not report years in rank.

ACADEMIC YEAR BASIS



PROFESSORS

Average	28,153
Range	26,142–30,377
Number	3

ASSOCIATE PROFESSORS

25%ile	20,430
50%ile	22,649
Average	23,339
75%ile	27,546
Range	15,800–29,600
Numb	10

Years in Rank	Average	50%ile	Number
0–1	23,063	–	3
2–5	24,147	25,370	6
6+	–	–	1

ASSISTANT PROFESSORS

25%ile	17,318
50%ile	18,450
Average	18,721
75%ile	19,791
Range	15,578–24,300
Number	20

Years in Rank	Average	50%ile	Number
0–1	18,026	18,300	8
2–5	18,343	18,063	8
6+	21,488	–	3

Note: 1 assistant professor did not report years in rank.

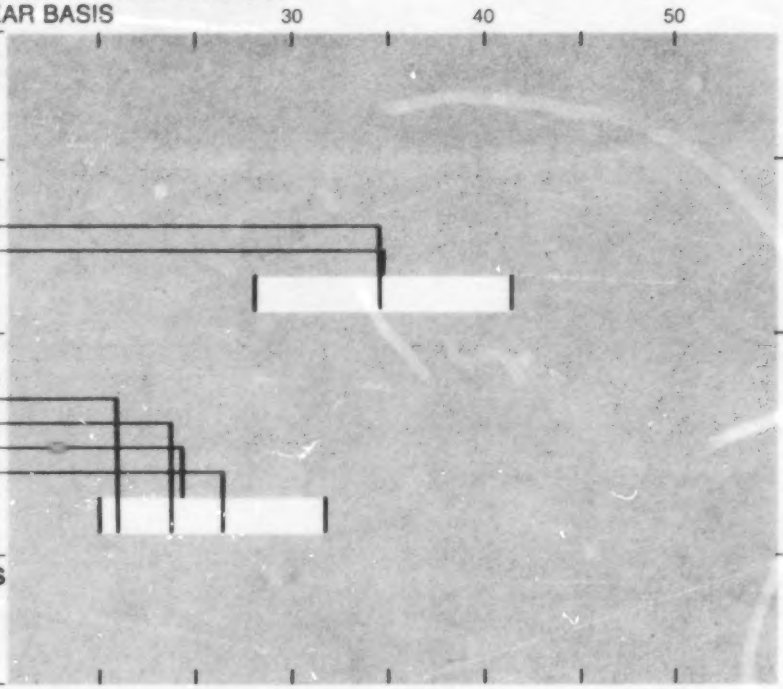
INSTRUCTORS

50%ile	18,200
Average	17,423
Range	11,500–23,000
Number	6

Years in Rank	Average	50%ile	Number
0–1	17,580	18,240	3
2+	17,267	18,000	3

HOSPITAL PHARMACY

CALENDAR YEAR BASIS



PROFESSORS

Average 44,529
Range 37,000–49,200
Number 3

ASSOCIATE PROFESSORS

50%ile 34,666
Average 34,722
Range 28,056–41,500
Number 4

Years in Rank	Average	50%ile	Number
0–5	34,778	–	2
6+	34,666	–	2

ASSISTANT PROFESSORS

25%ile 20,975
50%ile 23,799
Average 24,384
75%ile 26,598
Range 20,000–31,800
Number 12

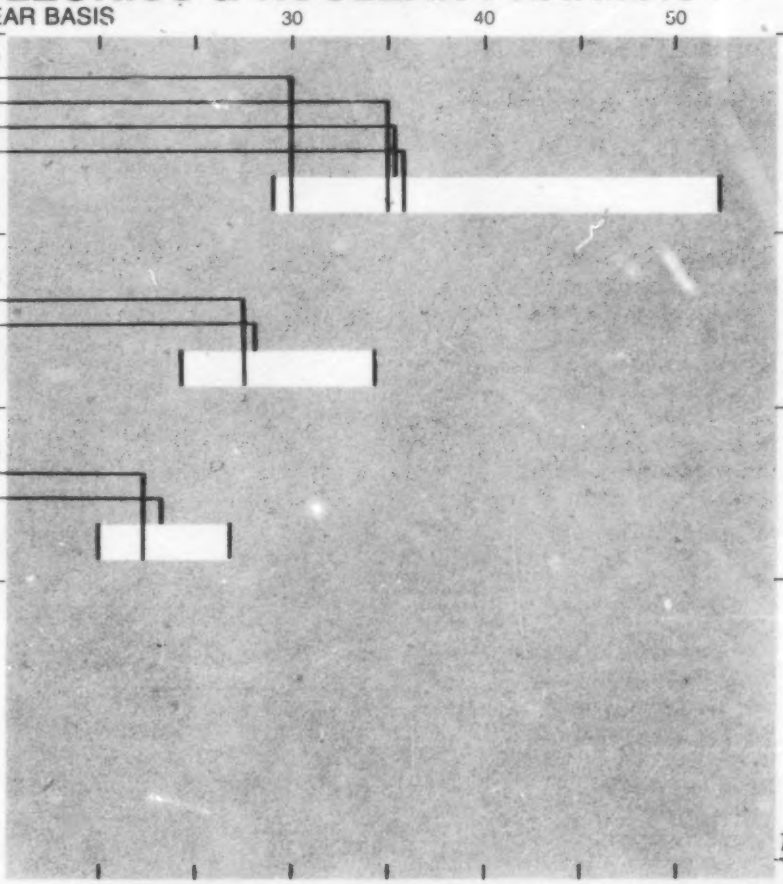
Years in Rank	Average	50%ile	Number
0–1	23,790	–	2
2–5	24,364	23,498	9
6+	–	–	1

INSTRUCTORS

Average 18,650
Range 16,350–23,250
Number 3

BIONUCLEONICS & NUCLEAR PHARMACY

CALENDAR YEAR BASIS



PROFESSORS

25%ile 29,950
50%ile 35,032
Average 35,396
75%ile 35,750
Range 29,000–52,430
Number 9

Years in Rank	Average	50%ile	Number
0–10	31,900	31,700	4
11+	38,241	35,266	4

Note: 1 professor did not report years in rank.

ASSOCIATE PROFESSORS

50%ile 27,570
Average 27,946
Range 24,265–34,395
Number 5

Years in Rank	Average	50%ile	Number
0–1	24,633	–	2
2+	30,155	–	3

ASSISTANT PROFESSORS

50%ile 22,214
Average 23,170
Range 20,000–26,994
Number 6

Years in Rank	Average	50%ile	Number
0–1	–	–	1
2–5	23,484	22,600	5